

# NORTHWOOD ELEMENTARY DIVERSITY ACTION TEAM INITIATIVES 2016-17

<b>Commitment</b>	<b>Activities</b>	<b>Description</b>	<b>Completion</b>
Creation of School Diversity Action Team	<p>Recruit staff and create initial commitments and action plans.</p> <p>Learn from DAT already in existence in our sister schools.</p>	<p>The school diversity team's charge is to guide the implementation of initiatives outlined in the School Commitment to Diversity, Equity and Inclusion document</p>	October 2016
Learn and Implement GLAD (Guided Language Acquisition Design) strategies	<p>Identify Team GLAD leaders to attend 6 days of training</p> <p>Leaders implement strategies and share strategies with colleagues for implementation</p>	<p>GLAD is a collection of instructional strategies that support content and language learning for English Language Learners</p>	<p>August 2016</p> <p>October 2016</p>
Continuous staff development around issues of diversity, equity, and inclusion	<p>Read and discuss texts to develop understandings of issues of diversity, equity, and access</p> <p>Engage Ben Ibale, WEA diversity trainer, for a staff workshop.</p>	<p>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>Using Dr. Hollins' keynote and texts, we will work to develop our own language and vocabulary for effectively discussing issues of diversity, including race, culture, language, ability, and other categories of different in order to be respectfully curious in our efforts to understand and best engage our children and parents.</p> <p>Engage in work to examine who we are, what bias and privilege we carry, and how we acknowledge and address these as we interact with others.</p> <p>Invitation to Ben Ibole, WEA diversity trainer, to conduct a staff workshop on Culturally Responsive Instructional Strategies.</p>	Continuous
<b>Commitment</b>	<b>Activities</b>	<b>Description</b>	<b>Completion</b>
Collection of pertinent diversity-	Collect and examine	Use current Skyward data to learn more about	Continuous

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	<p>examine trends as they related to diversity and equity. Begin to build systems:</p> <ul style="list-style-type: none"><li>• Collect SWIS data for misbehavior</li><li>• Collect PBIS data for positive behavior</li></ul>	<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>(Spring 2017 initial EES)</p>
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Commitment	Activities	Description	Completion
Implementation of Second Step Curriculum school-wide	Staff teaches weekly lessons from the Second Step curriculum and reinforce 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	<p>Hold school-wide assemblies conducted by students, staff, and outside agencies that provide exposure to and instruction around issues of diversity, equity and social justice.</p> <p>Grade-level specific activities to expose students to diverse perspectives and cultures as appropriate to address curriculum.</p>	<p>Sample Assemblies:</p> <ul style="list-style-type: none"> <li>• Anti-bullying (Tap Root Theater)</li> <li>• Martin Luther King Jr. B-day</li> <li>• Opera</li> <li>• Veteran's Day</li> <li>• Book-it Theatre</li> </ul>	Continuous
Community-wide Celebrations	International Night	Family event where foods and traditions representing many countries are shared and celebrated. Includes cuisine, traditional costumes, dances, and educational kiosks.	January 25, 2016
Diversity Awareness Parent Information Sessions	Invite parent presentations to staff to enhance understanding of others' experience in school	<p>Invite presentations to staff by parents of various cultures to share</p> <ul style="list-style-type: none"> <li>• their children's experience with school systems in other countries</li> <li>• struggles their children experienced in their shift into US schools (language and culture issues)</li> </ul> <p>Presentations by parents of students with special needs to staff to share</p> <ul style="list-style-type: none"> <li>• their experience with their special needs students</li> <li>• their experience with the school system and/or engaging with other parents</li> </ul>	TBD

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Classroom Activities	<ul style="list-style-type: none"> <li>• Artwork reflecting diverse cultures</li> <li>• Potlatch celebrations</li> <li>• Name/Identity Poems</li> <li>• Explorer reports</li> <li>• Women in History Reports</li> <li>• Black History Month Reports</li> <li>• Family Time-lines and Traditions</li> </ul>	Throughout the school year, students will learn about and reflect upon cultures, traditions, their own uniqueness and other aspects of diversity through artwork, writing, technology, personal presentations and other classroom projects related to grade-level curriculum.	Continuous
Curriculum that addresses diversity issues	<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> </ul>	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 and ukuleles).	Continuous

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Commitment	Activities	Description	Completion
Curriculum that addresses diversity issues	<ul style="list-style-type: none"> <li>• Library</li> <li>• Classroom book collections</li> </ul>	<p>Our newly adopted P.E. Curriculum, <i>Exemplary Physical Education Curriculum</i> (EPEC), is being implemented this year. Included in the curriculum is a module on personal and social skills where children are taught and practice social behaviors that show respect for self and others during physical activity settings. During the <i>Compassion for Others</i> lessons, students practice encouraging students who might be challenged in a physical activity.</p> <p>Our library and classrooms continue to grow their book collections through the purposeful acquisition of picture books and novels that reflect, through illustrations and text, the demographics of our society and student body while addressing age appropriate issues of diversity, equity and social justice.</p>	Continuous

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