

Region 15 Advisory Committee on Global Citizenship and Character
Action Plan 2017-2019
DRAFT

Goal 1: To nurture, in students, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation.

Objective 1: To develop school based programs that foster a sense of belonging, safety, and wellness.

ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Region 15 Learner Expectations (6 C's) <ul style="list-style-type: none"> • Obj: to ensure students can function in society 	Super, Asst Super, Admins, Teachers	Present	Ongoing	
High Schools courses: Conversations on Race, Human Rights <ul style="list-style-type: none"> • Obj: 	HS Principal, Teacher	August	June	Contractual
ADL STEP UP! presentations at middle schools (Grs 6-8) <ul style="list-style-type: none"> • Obj: To develop a common language, To start a real conversation; To give you the knowledge to Step Up! 	Principals/Asst Super	Fall	June (Yearly)	Through SMART?
ADL Ally training – 30 middle school students <ul style="list-style-type: none"> • Obj: increase their awareness of the dynamics of name-calling and bullying incidents by understanding the different roles people play and the behaviors associated with each role; develop and use a variety of responses to challenge 	Principals/Asst Super	Fall	June (Yearly)	Grant

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
<p>incidents of name-calling and bullying; better understand the specific role of being an ally and will develop skills to be an effective ally to targets of name-calling and bullying, and to educate and motivate others to become allies; begin to develop plans for sharing what they have learned with other students and teachers and develop ideas for improving the school climate.</p>				
<p>Names Can Really Hurt program – High School</p> <ul style="list-style-type: none"> Obj: explores stereotyping, prejudice, discrimination and scapegoating through the lens of students' experiences. 	Principal	Yearly	Ongoing	PHS Grant
<p>Advisory period at the High School</p> <ul style="list-style-type: none"> Obj: for students to have at least one adult in the building to connect with; to learn about themselves and others in a small setting 	Principal/Teachers	School Year	Ongoing	Contractual
<p>Restorative Practices K-8</p> <ul style="list-style-type: none"> Obj: to build healthy communities, decrease negative and antisocial behaviors, and restore relationships. 	Teachers/Admins	School Year	Ongoing	FREE
<p>Character initiatives, K-12</p> <ul style="list-style-type: none"> Obj: to participate in school based initiative focused on building 	Teachers/Admins	School Year	Ongoing	Budget (?)

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Health/Developmental Guidance Curriculum K-12 <ul style="list-style-type: none"> Obj: to understand healthy relationships, empathy, and respect for others 	Teachers	School Year	Ongoing	Budget
School assemblies about respect for differences, K-12 <ul style="list-style-type: none"> Obj: to recognize and celebrate differences 	Principals	School Year	Ongoing	Budget
Establish sister school(s) in another district (urban) <ul style="list-style-type: none"> Obj: to work together in a 	Asst Super/Admins	School Year	Ongoing	Budget

Indicators of Accomplishment:

- Student perceptions.
- Teacher perceptions (about how they think these action steps impacted students)
- Administrator perceptions (about how they think these action steps impacted students)
- Decrease student incidents related to anti-bias, bullying, mean behavior

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Objective 2: To develop community partners that will address multicultural priorities and values within their range of activities for students outside of school.

ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Meeting w/businesses, libraries, historical societies, hospitals, chamber of commerce, etc.; <ul style="list-style-type: none"> Obj: to determine community partners 	Asst Super, committee members (?)	May 2018	Ongoing	N/A
Co-sponsor an evening for students on diversity with community organizations, historical society, the local library, etc. (Launch event) <ul style="list-style-type: none"> Obj: to provide students and the community resources are available to learn about/appreciate diversity 	Committee Members?	TBD	TBD	NA
Co-sponsor programs Historical Societies re: diversity, etc. (pending approval by the Historical societies' boards) <ul style="list-style-type: none"> Obj: to learn about the diversity within the Region 	Asst Super, Historical Society, Members of the committee (?)	TBD	TBD	NA

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Region 15 Cultural Celebration <ul style="list-style-type: none"> • Obj: to share and celebrate diversity within the Region 		Spring (?)	Spring (?)	TBD

Indicators of Accomplishment:

- Feedback from community
- Feedback from students
- Feedback from Teachers
- Number of attendees to events

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Goal 2: To nurture, in staff, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, or sexual orientation to revise

Objective 1: Staff will develop an awareness related to valuing differences among staff and students

ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Dr. Bill Howe community presentation on multicultural society <ul style="list-style-type: none"> • Obj: to understand multiculturalism and how to function in a multicultural society 	Asst Super	May 2018	May 2018	Title IV Grant
NCCJ Anti Bias workshop (select teachers, admins) <ul style="list-style-type: none"> • Obj: to build an awareness about implicit bias 	Asst Super, Admins, teachers	March, May 2018; 2019	March 2018, 2019	Title IV Grant
ASCD Global Leadership Summit <ul style="list-style-type: none"> • Obj: to gain an understanding of equity in the 21st century 	MMS Principal	March 2018	March 2018	Grant
Responding to Hate and Bias (CABE) <ul style="list-style-type: none"> • Obj: to learn about bias and strategies to combat it 	RMS Principal, PHS Dept Chair	March 2018	May 2018	Grant/Budget
Dismantling Systemic Racism Conference 2018 <ul style="list-style-type: none"> • Obj: to learn about systemic racism and strategies to combat it 	Asst Super, MMS Principal	May 2018	May 2018	Title IV Grant

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
SEL Network at CES <ul style="list-style-type: none"> Obj: to learn how to implement SEL strategies and the relationship to race 	Asst Super	April, May 2018	May 2018	NA
Harvard Graduate School of Education: Race, Equity, and Leadership in Schools <ul style="list-style-type: none"> Objs: Investigate the many causes of individual, institutional, and systemic racial inequality; Deepen the understanding of why discussions of race, equity, and leadership matter; Explore the variety of changes needed to create a more inclusive future; Identify concrete strategies for building inclusive institutions and build your toolkit to teach, model, and practice inclusion 	Asst Super	April 2018	April 2018	Grant, Scholarship
ADL Ally Training for 30 MS student and 2 staff members per MS building <ul style="list-style-type: none"> Objs: learn how to support students who are allies and those who are the target of racism/bullying 	Principals, MMS, RMS Staff	April, May 2018	Fall 2018 (Yearly each fall)	Title IV Grant
Orientation for new staff re: diversity and respect <ul style="list-style-type: none"> Obj: to provide new staff w/an overview of goals and plan 	Asst Super	August	August	NA
Speaker at Convocation for staff ??? (TBD?)	Asst Super, CES	August 2018	August 2018	TBD?

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Beginning conversation on Social Justice @ Admin Retreat and continued conversation throughout school year <ul style="list-style-type: none"> • Obj: to provide initial training on bias, share plan w/admins, determine next steps 	Asst Super, admins (consultant TBD)	August	Throughout School Year	TBD
R.U.L.E.R. Training (for possible expansion the following year) <ul style="list-style-type: none"> • Obj: to learn the skills of emotional intelligence (recognizing, understanding, labeling, expressing, and regulating emotion); to create schools that are true safe harbors for children 	PES/MMS Principal and select staff	August	Throughout school year	Grant/PTO

Indicators of Accomplishment:

- Feedback from Teachers
- Feedback from Administration

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Goal 2: to nurture, in staff, lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, or sexual orientation to revise

Objective 2: Staff will demonstrate an appreciation and depth of knowledge related to valuing differences among staff and students

ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Classrooms will have artifacts that represent multiple cultures related to their curriculum.	Asst Super, Principals, ITLs	August	Ongoing	Budget
Building administrators will communicate to staff the continued expectation to build relationships with all students that affirms the value within this goal – and to be aware of the barriers that necessitate that.	Building Admin, ITLs	August	Ongoing	NA
Professional learning on delivery of new content related to differences	Asst Super, ITLs,	August	Ongoing	Budget/Grant
More staff will attend NCCJ Anti Bias Training	Principals, Staff	(Need dates)	(Need dates)	Grant

Indicators of Accomplishment:

- Classroom visits
- Feedback from teachers
- Feedback from Admins
- Region 15 survey results from students

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Goal 3: Revise curriculum to reflect a broad range of knowledge and information which illustrates varied and diverse contributions to history, the arts, science, mathematics, and literature

ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTED EXPENSES
Grade 4 ELA unit on Civil Rights implemented in 2017–2018 to be reviewed and revised	Asst Super, Elem Reading Consultants,	Spring 2018	Summer 2018	Budget
Grade 4 SS to be revised <ul style="list-style-type: none"> • Look at the new SS standards to see where they are related to race at which grade level. • Staff training. 	Asst Super, SS ITL	Summer 2018	Summer 2018	Budget
Grade 8 SS Civil War unit to be revised <ul style="list-style-type: none"> • Look at the new SS standards to see where they are related to race at which grade level. • Staff training. 	Asst Super, MS SS ITL	Summer 2018	Summer 2018	Budget
Middle and High School ELA revisions to include titles about diverse characters and from diverse set of authors	Asst Super, MS Asst Principals, Humanities Dept Chair, MS RCs, ITLs	Summer 2018	2019	Budget

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ACTION STEPS	PERSON(S) RESPONSIBLE	BEGIN DATE	COMPLETION DATE	PROJECTE D EXPENSES
Develop committee to determine age appropriateness of social justices topics	Asst Super	Fall 2018	TBD	NA
Create a monthly calendar that celebrates important people that represent varied differences in our culture.	Asst Super, above committee	Fall 2018	Throughout School year	NA
Developmental Guidance revisions	Director of Guidance, Asst Super, Guidance Counselors	2019		Budget

Indicators of Accomplishment:

- Classroom visits
- Feedback from teachers
- Curriculum review
- Student feedback