



District Diversity Council Action Plan 2022-2023

<p style="text-align: center;">Action Steps (What will be done?)</p>	<p>Identify the category as:</p> <ul style="list-style-type: none"> • Curriculum/ Instruction/ Resources • Student Programs • Staff PD • Staff Recruitment • Communicating about Diversity & Inclusion 	<p style="text-align: center;">Timeline (Be specific)</p>	<p style="text-align: center;">Person/Group Responsible (Be specific)</p>	<p style="text-align: center;">Outcomes (Should be measurable)</p>
<p>1) Continue Schoolwide Programs to Highlight Cultural Awareness Month Observances.</p>	<p>Curriculum, Instruction, Resources</p>	<p>September 2022 - June 2023</p>	<p>Principals, Grade Level Teacher Teams</p>	<p>a. Gather resources to create lessons to highlight cultural observances, including, but not limited to:</p> <ul style="list-style-type: none"> • Hispanic Heritage Month: September 15 - October 15, 2022 • Global Diversity Awareness Month: October 2022 • National American Indian and Alaska Native Heritage Month: November 2022 • Holocaust Remembrance



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				<p style="text-align: right;">Day: January 27, 2023</p> <ul style="list-style-type: none"> • Lunar New Year: January 20, 2023 • Black History Month: February 2023 • Women's History Month: March 2023 • Arab-American Heritage Month: April 2023 • Jewish American History Month & Asian Pacific American Heritage Month: May 2023
<p>2) Incorporate diversity into reading programs at appropriate grade levels.</p>	<p>Curriculum, Instruction, Resources</p>	<p>September 2022 - June 2023</p>	<p>English Language Arts Teams</p>	<p>a. ELA teachers implement a "Learn About Others" campaign at each grade level in which students read a book about a character from a racial, ethnic, or cultural group different from their own. (Some ideas might involve including information in</p>



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				<p>announcements or having a special month where this work is encouraged among students.)</p> <p>b. Identify one text per reading unit that exposes students to different lenses and experiences (upper elementary picture books and/or novels, depending on appropriateness for the curriculum and grade level).</p>
3) Review social studies curriculum through a diversity lens.	Curriculum, Instruction, Resources	September 2022 - June 2023	Social Studies Teachers	<p>a. Include diverse perspectives when teaching about Thanksgiving, Columbus Day, etc.</p> <p>b. Keep a record of the perspectives presented to students (e.g. European perspective, Native American perspective, etc.)</p>
4) Implement "New Student Welcome" Program at Tenakill Middle School.	Student Programs	September 2022 and ongoing as new	School Counselors at TMS and Student	<p>a. Student ambassadors will provide new students with a welcome packet, including their schedule,</p>



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		students enroll	Ambassadors	<p>teachers' names, and a map of where their classes are.</p> <p>b. Buddy system pairing new students with a TMS Ambassador "sidekick."</p> <p>c. Create a sheet with key phrases for new students and also for buddies in various languages.</p>
5) Institute a Hillside Elementary School Diversity Book Club.	Student Programs	Quarterly	Principal, Assistant Principal, School Counselor	<p>A. Hold at least four Diversity Book Club sessions throughout the year during lunch.</p> <p>B. Students will read a book with a diversity theme and will discuss it.</p> <p>C. Documentation of when the book club met, who led the session, who attended the sessions, what book they read, and a bulleted list of discussion topics.</p>
6) Allow time during the TMS advisory period for students to discuss current events and issues.	Student Programs	Monthly starting in January	Principal to announce when this will take place Advisory	<p>a. At least four advisory periods from January to June that include the discussion of current events and issues.</p> <p>b. Advisory teachers submit</p>



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			teachers lead students in discussing current events/issues - students can suggest topics	the documentation of the current events that students suggested and discussed.
7) Celebrate a “Choose to Include” Week in Hillside Elementary School and Tenakill Middle School to improve school climate by promoting respect, acceptance, dignity, and friendship for all students.	Student Programs	February - March 2023	School Counselors	<ul style="list-style-type: none"> a. School counselors will create a Choose to Include Committee, including students. b. Goals set for the week. c. Schedule of events for the week to be held in March 2023.
8) Plan and hold a Culture Week event at each school to celebrate Closter’s cultures.	Student Programs	Sign-ups in February Presentation in April/May 2023	Invite the PTO to coordinate with principals and teachers to plan the Culture Week event	<ul style="list-style-type: none"> a. Week of events including coloring flags of countries represented in Closter, creating welcome signs in languages spoken in Closter, learning games from different countries, reading folk tales from cultures of students in classes, etc. b. One-day cultural fair, presented by parents, at both Hillside and Tenakill, to be attended by classes during the day - parents



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				present information about their heritage.
9) Provide staff with diversity and inclusion via professional development through a guest speaker.	Staff PD	September 2022 - June 2023	Administrators	a. District will provide at least one opportunity for a guest speaker during a faculty meeting or staff development day.
10) Continue diversity discussion/sharing mini-session during at least four faculty meetings between September 2022 and June 2023.	Staff PD	September 2022 - June 2023	Principals, Assistant Principals, Teachers	<ul style="list-style-type: none"> a. Part of the faculty meeting time set aside for teachers to share strategies they use for celebrating diversity in their classrooms. b. A recorder will create a shared document of all strategies shared.
11) Advise teachers and staff of optional Safe Schools online training and encourage higher participation rates by utilizing a raffle system or another incentive.	Staff PD	September 2022-June 2023	Assistant Principals	<ul style="list-style-type: none"> a. Email teachers and staff and encourage participation in online training courses that address making school safe and inclusive for all students. b. Have a 10% increase in the participation rate from 2021-2022 in optional training/staff PD. c. Find benefactors to donate gift cards:



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				\$20-\$25 towards Amazon, Starbucks, Target; for monthly incentives.
12) Provide training about how English Language Learners are identified and how we can support them to all teachers and staff to increase staff understanding of our diverse student population.	Staff PD	September-October 2022	ESL Team	<ul style="list-style-type: none"> a. The ESL team will lead a professional development session (15 minutes) for all teachers and staff. b. Documentation of the training and sign-in sheets of those in attendance.
13) Continue the employee and community referral program aimed at attracting racially, ethnically, and linguistically diverse teachers to Closter Public Schools.	Staff Recruitment	September 2022 - June 2023	District Administrators, Staff Recruitment Sub-Committee	<ul style="list-style-type: none"> a. Literature/flyers about employee referral programs. b. Report of how many candidates were referred and/or hired.
14) Provide a community update on the work of the Action Plan.	Communicating about Diversity & Inclusion	December 2022 and May 2023	Superintendent of Schools Administrators, Teachers, and Staff to provide a progress report on action items	<ul style="list-style-type: none"> a. Superintendent will send two reports to the school community on the progress toward meeting the Action Plan items - one in December 2022 and one in May 2023.



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<p>15) Survey the school community. (faculty, staff, parents, middle school students) about diversity and inclusion.</p>	<p>Communicating about Diversity & Inclusion</p>	<p>By December 2022</p>	<p>Superintendent and District Diversity Council Committee</p>	<ul style="list-style-type: none"> a. Survey school community to determine their perceptions on diversity and inclusion and on what key issues exist around diversity and inclusion. b. How are people feeling and what are the key issues?
<p>16) Expand the instructional resource documents for teaching about diversity and monthly heritage months.</p>	<p>Communicating about Diversity & Inclusion</p>	<p>September 2022 - June 2023</p>	<p>Teachers and administrators</p>	<ul style="list-style-type: none"> a. Invite teachers and administrators to add to the resource documents created in 2021-2022.
<p>17) Create a list of three to five ways teachers can foster diversity and inclusion in any lesson.</p>	<p>Communicating about Diversity & Inclusion</p>		<p>Teacher Committee</p>	<ul style="list-style-type: none"> a. A teacher committee will develop a list of five (or so) ways to foster thinking about diversity and inclusion in any lesson at any time.