

**Goal:** Reduce novice performance by increasing awareness, understanding, and application of Culturally Responsive Pedagogy among staff within our school

**180 Day Goal:** Training and coaching plan has been developed and is being implemented on Culturally Responsive Pedagogy

**In the first 30 days, we will know we are successful when:**

- The Building Implementation Team is in place
- Roles and Responsibilities of the Building Implementation Team are established, documented, and communicated with the team and building staff
- The Survey [Culturally Responsive Pedagogy Diagnostic](#) is complete
- The Building Implementation Team identifies areas of need based on data analysis and the definition of Culturally Responsive Pedagogy
- The [Culturally Responsive Pedagogy Reflection Tool](#) and a [Plan, Do, Study, Act](#) based on the Goals outlined in the reflection is complete
- Teachers that are interested in implementing Culturally Responsive Pedagogy are identified
- Training date(s), Time(s), and Location(s) are set
- Invitations for training have been sent to participants
- Two members of the Building Implementation team have been identified to deliver training to teachers
- Professional Development credit has been requested (if needed)

**The measures/evidence we will use are:**

- Building Implementation Team meeting schedule
- Building Implementation Team meeting notes
- Building Implementation Team Roles and Responsibilities Document
- Data Analysis—the following questions can be answered:
  - What does the data tell us?
  - What does the data not tell us?
  - What are our areas for celebration?
  - What are our areas for improvement?
  - What are our next steps?
- [Culturally Responsive Pedagogy Diagnostic](#) results

<ul style="list-style-type: none"> <li>• <a href="#">Culturally Responsive Pedagogy Reflection Tool</a> and a <a href="#">Plan, Do, Study, Act</a> based on tool</li> <li>• Calendar Invitations to training(s) with date(s), Location(s), and Time(s)</li> </ul>			
<b>First 30 days action strategies:</b>	<b>Who is on point?</b>	<b>By When?</b>	<b>How Communicated?</b>
<ul style="list-style-type: none"> <li>• Develop a building implementation team including two teacher leaders— Please refer to the <a href="#">Collaborative Leadership Teams Handbook</a> from the <a href="#">Equity Alliance at ASU</a> For guidance on team members, meeting structures, and planning tools Example: school council, school-based council, Family Resource Youth Services Center (FRYSC), etc.</li> </ul>	Administration	By Day 5	To team members by email, face-to-face, phone, etc.
<ul style="list-style-type: none"> <li>• Prior to the first meeting, review the following foundational documents to support teachers: <ul style="list-style-type: none"> <li>○ WIDA Intro to <a href="#">ELD Standards</a></li> <li>○ <a href="#">WIDA ELD Standards and Can Do Descriptors</a></li> <li>○ <a href="#">Global Competency Matrix</a></li> <li>○ <a href="#">Global Competency Matrix by Content Areas</a></li> </ul> </li> </ul>	Building Implementation Team	By Day 10	To team members by email, face-to-face, phone, etc.
<ul style="list-style-type: none"> <li>• At the first meeting, develop roles and responsibilities for the team <ul style="list-style-type: none"> <li>○ Who will be the team lead?</li> <li>○ What are the responsibilities of each team member?</li> <li>○ How will the team communicate internally? How often?</li> <li>○ How often will the team meet?</li> </ul> </li> </ul>	Building Implementation Team	By Day 10	To Building Implementation Team members by email, face-to-face, phone, etc.
<ul style="list-style-type: none"> <li>• Complete <a href="#">Culturally Responsive Pedagogy Diagnostic</a></li> </ul>	Building Implementation Team	By Day 12	To Team Members through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>• Using the School Report Card and the definition of <a href="#">Culturally Responsive Pedagogy</a>, the Building Implementation Team to identify areas of need for Culturally Responsive Pedagogy <ul style="list-style-type: none"> <li>○ Data analysis includes: <ul style="list-style-type: none"> <li>▪ State Assessment Data</li> </ul> </li> </ul> </li> </ul>	Building Implementation Team	By Day 18	Through Building Implementation Team Meeting—meeting notes

<ul style="list-style-type: none"> <li>▪ Universal Screener Data (MAP, Discovery Education, etc.)</li> <li>▪ Non-Academic Data (Behavior, Attendance, etc.)</li> <li>▪ <a href="#">Parent Involvement Data</a></li> <li>▪ <a href="#">TELL Survey Data</a></li> <li>▪ Professional Growth and Effectiveness Data</li> <li>▪ Culturally Responsive Pedagogy—Cultural Differences? Survey Results</li> <li>▪ <a href="#">ACCESS scores</a></li> </ul>			
<ul style="list-style-type: none"> <li>• Based on the data analysis results, complete the <a href="#">Culturally Responsive Pedagogy Reflection Tool</a> and develop a <a href="#">Plan, Do, Study, Act</a> (PDSA) based on the Goals outlined in the reflection</li> </ul>	Building Implementation Team	By Day 30	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>• Present data analysis results, Reflection Tool, and PDSA to the school community</li> </ul>	Building implementation team	By day 30	To School Staff in person
<ul style="list-style-type: none"> <li>• Identify teachers that are interested in implementing Culturally Responsive Pedagogy</li> </ul>	Building Implementation Team	By Day 30	To Teachers through email, face-to-face, etc.
<ul style="list-style-type: none"> <li>• Set date(s), time(s), and location(s) of training for teachers <ul style="list-style-type: none"> <li>○ Please Note: <ul style="list-style-type: none"> <li>▪ Academy 1 is approximately 3 hours 15 minutes</li> <li>▪ Academy 2 is approximately 4 hours 30 minutes</li> <li>▪ Academy 3 is approximately 3 hours 20 minutes</li> </ul> </li> </ul> </li> </ul>	Building Implementation Team	By Day 30	To Teachers and district leadership through email or calendar invite
<ul style="list-style-type: none"> <li>• Send Invitations for training dates</li> </ul>	Administration	By day 30	To Teachers and district leadership through email or calendar invite
<ul style="list-style-type: none"> <li>• Identify two members of the Building Implementation Team to Facilitate the Culturally Responsive Pedagogy and Practice Trainings (Academies 1-3) from the <a href="#">National Center for Culturally Responsive Educational Systems</a></li> </ul>	Building Implementation Team	By Day 30	Through Building Implementation Team

<p><a href="#">(NCCRESt)/Equity Alliance at ASU</a> for teachers—all facilitator guides, PowerPoints, and handouts are available on the website</p> <ul style="list-style-type: none"> <li>○ Academy 1: <a href="#">Facilitator guide</a>, <a href="#">PowerPoint</a>, and <a href="#">Handouts</a></li> <li>○ Academy 2: <a href="#">Facilitator Guide</a>, <a href="#">PowerPoint</a>, and <a href="#">Handouts</a></li> <li>○ Academy 3: <a href="#">Facilitator Guide</a>, <a href="#">PowerPoint</a>, and <a href="#">Handouts</a></li> </ul>			Meeting—meeting notes
<ul style="list-style-type: none"> <li>● Request Professional Development hours for teachers (if needed)</li> </ul>	Administration	By day 30	To District Leadership
<b>If we are not successful, we will:</b>			
Use a quality tool to identify barriers ( <a href="#">Plan/Do/Study/Act Cycle</a> , Plus/Delta, etc.). Once barriers have been identified, develop an <a href="#">action plan</a> to move forward.			

<b>In 60 days, we will know we are successful when:</b>			
<ul style="list-style-type: none"> <li>● The Leadership Training materials (Academies 1-3) from <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> have been reviewed independently and discussed as a Building Implementation Team, Survey data, data analysis results, and plan has been presented to SBDM</li> <li>● Survey data, data analysis results, and plan has been presented to district leadership</li> </ul>			
<b>The measures/evidence we will use are:</b>			
<ul style="list-style-type: none"> <li>● Building Implementation Team meeting notes</li> <li>● Meeting notes from SBDM</li> <li>● Notes from district leadership meeting</li> <li>● Comprehensive School Improvement Plan Goals (recommended)</li> </ul>			
<b>60 days action strategies:</b>	<b>Who is on point?</b>	<b>By When?</b>	<b>How Communicated?</b>
<ul style="list-style-type: none"> <li>● Review the materials in Academy 1 of the Leadership Training from the <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting <ul style="list-style-type: none"> <li>○ <a href="#">Facilitator Guide</a></li> <li>○ <a href="#">PowerPoint</a></li> <li>○ <a href="#">Handouts</a>—Appendix A</li> <li>○ <a href="#">Handouts</a>—Appendix B</li> </ul> </li> </ul>	Building Implementation Team	By Day 40	Through Building Implementation Team Meeting—meeting notes

<ul style="list-style-type: none"> <li>Review the materials in Academy 2 of the Leadership Training from the <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting <ul style="list-style-type: none"> <li><a href="#">Facilitator Guide</a></li> <li><a href="#">PowerPoint</a></li> </ul> </li> </ul>	Building Implementation Team	By Day 45	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>Report survey data, data analysis results, and plan to SBDM</li> </ul>	Representative from Building Implementation Team	By day 50	To SBDM in person at meeting—meeting notes
<ul style="list-style-type: none"> <li>Report survey data, data analysis results, and plan to district leadership</li> </ul>	Administration	By Day 55	To District Leadership in person at meeting—meeting notes
<ul style="list-style-type: none"> <li>Review the materials in Academy 3 of the Leadership Training <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting <ul style="list-style-type: none"> <li><a href="#">Facilitator Guide</a></li> <li><a href="#">PowerPoint</a></li> </ul> </li> </ul>	Building Implementation Team	By Day 60	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>Recommendation: Include Culturally Responsive Pedagogy in the <a href="#">Comprehensive School Improvement Plan</a> (CSIP)</li> </ul>	Building Implementation Team, administration, Teacher leaders, etc.	By day 60	To CSIP Leadership Team
<ul style="list-style-type: none"> <li>Review the <a href="#">Plan, Do, Study, Act</a> based on the Goals outlined in the <a href="#">Culturally Responsive Pedagogy Reflection Tool</a> to determine how the team is progressing towards the goals</li> </ul>	Building Implementation team	By Day 60	To School Staff face-to-face, email, etc.
<b>If we are not successful, we will:</b>			

Use a quality tool to identify barriers ([Plan/Do/Study/Act Cycle](#), Plus/Delta, etc.). Once barriers have been identified, develop an [action plan](#) to move forward.

**In 90 days, we will know we are successful when:**

- The Collection and Use of Evidence materials (Academies 1-3) from [National Center for Culturally Responsive Educational Systems \(NCCRESt\)/Equity Alliance at ASU](#) have been reviewed independently and discussed as a Building Implementation Team
- A [Plan, Do, Study, Act](#) for collecting data on Culturally Responsive Pedagogy has been completed
- A Coaching Service Delivery Plan has been completedThe training on Culturally Responsive Pedagogy has been completed

**The measures/evidence we will use are:**

- Building Implementation Team meeting notes
- Plan, Do, Study, Act for collecting data on Culturally Responsive Pedagogy
- Coaching Service Delivery Plan
- Evaluations from Culturally Responsive Pedagogy training

**90 days action strategies:**

90 days action strategies:	Who is on point?	By When?	How Communicated?
<ul style="list-style-type: none"> <li>• Review the materials in Academy 1 of the Collection and Use of Evidence training from the <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting                             <ul style="list-style-type: none"> <li>○ <a href="#">Facilitator Guide</a></li> <li>○ <a href="#">PowerPoint</a></li> <li>○ <a href="#">Handouts</a></li> </ul> </li> </ul>	Building Implementation Team	By Day 65	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>• Review the materials in Academy 2 of the Collection and Use of Evidence training from the <a href="#">National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting                             <ul style="list-style-type: none"> <li>○ <a href="#">Facilitator Guide</a></li> <li>○ <a href="#">Handouts</a></li> </ul> </li> </ul>	Building Implementation Team	By Day 70	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>• Review the materials in Academy 3 of the Collection and Use of Evidence training from the <a href="#">National Center for Culturally Responsive Educational</a></li> </ul>	Building Implementation Team	By Day 75	Through Building Implementation Team

<p><a href="#">Systems (NCCRESt)/Equity Alliance at ASU</a> independently—discuss what was learned at the next Building Implementation team meeting</p> <ul style="list-style-type: none"> <li>○ <a href="#">Facilitator Guide</a></li> <li>○ <a href="#">PowerPoint</a></li> <li>○ <a href="#">Handouts</a></li> </ul>			Meeting—meeting notes
<ul style="list-style-type: none"> <li>● Based on the Collection and Use of Evidence Training, develop a <a href="#">Plan, Do, Study, Act</a> for collecting data on Culturally Responsive Pedagogy or use the <a href="#">School Data Matrix</a> handout from Academy 1 of the Collection and Use of Evidence training (Page 10)</li> </ul>	Building Implementation Team	By day 85	To School Staff face-to-face, email, etc.
<ul style="list-style-type: none"> <li>● At a Building Implementation Team Meeting—watch the short video: <a href="#">Creating a Coaching Service Delivery Plan</a> and develop a <a href="#">Coaching Plan</a> on Culturally Responsive Pedagogy for teachers</li> <li>● Coaching resources to support teachers: <ul style="list-style-type: none"> <li>○ Wida Intro to <a href="#">ELD Standards</a></li> <li>○ <a href="#">WIDA ELD Standards and Can Do Descriptors</a></li> <li>○ <a href="#">Global Competency Matrix</a></li> <li>○ <a href="#">Global Competency Matrix by Content Areas</a></li> <li>○ <a href="#">Culturally Responsive Observation Protocol</a></li> </ul> </li> </ul>	Building Implementation Team	By day 85	Through Building Implementation Team Meeting—meeting notes
<ul style="list-style-type: none"> <li>● Teachers and Building Implementation Teams complete training on Academies 1-3: <a href="#">Culturally Responsive Pedagogy and Practice</a> from the National Center for Culturally Responsive Educational Systems (NCCRESt)/Equity Alliance at ASU</li> </ul>	Teachers and Building Implementation team	By Day 90	To training participants face-to-face
<ul style="list-style-type: none"> <li>● Review the <a href="#">Plan, Do, Study, Act</a> based on the Goals outlined in the <a href="#">Culturally Responsive Pedagogy Reflection Tool</a> to determine how the team is progressing towards the goals</li> </ul>	Building Implementation Team	Day 90	To School Staff face-to-face, email, etc.
<b>If we are not successful, we will:</b>			
Use a quality tool to identify barriers ( <a href="#">Plan/Do/Study/Act Cycle</a> , Plus/Delta, etc.). Once barriers have been identified, develop an <a href="#">action plan</a> to move forward.			

### Projected Next Steps:

- Implement coaching plan
- Continue to revisit:
  - [Plan, Do, Study, Act](#) (PDSA) based on the Goals outlined in the [Culturally Responsive Pedagogy Reflection Tool](#)
  - PDSA or School Improvement Data Matrix developed for the Collection and Use of Evidence
- at 120, 150, and 180 days to determine how the team is progressing towards the goals and to make necessary adjustments to the coaching plan