



District Diversity Council Action Plan 2021-2022

<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) Increase awareness that the collections in the school libraries are diverse and resources are readily available to students:</p> <ol style="list-style-type: none"> a. Provide lists for parents of available titles. b. Encourage student involvement by inviting them to recommend book titles for purchase c. Broaden diversity in class libraries. 	<p>Curriculum, Instruction, Resources</p>	<p>September 2021 - June 2022</p>	<p>Librarians and Administration</p>	<ol style="list-style-type: none"> a. Create an elementary school and middle school list of books that include diverse characters and topics (cultural, race, gender, etc.) and post to school websites b. Create a procedure for students to make book recommendations for the school libraries c. Create list of recommended books to add to classroom libraries (by grade level)
<p>2) Incorporate diversity into reading programs at appropriate grade levels</p>	<p>Curriculum, Instruction, Resources</p>	<p>September 2021 - June 2022</p>	<p>English Language Arts Teams</p>	<ol style="list-style-type: none"> a. ELA teachers implement a “Learn About Others” campaign at each grade level in which students



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				<p>read a book about a character from a racial, ethnic, or cultural group different from their own</p> <p>b. Create a Summer Reading list for 2022 to include books with diverse characters, representative of the Closter student population</p>
<p>3) Coordinate Schoolwide Programs to Highlight Cultural Awareness Month Observances</p>	<p>Curriculum, Instruction, Resources</p>	<p>September 2021 - June 2022</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, 2021 ● Global Diversity Awareness Month: October 2021 ● National American Indian and Alaska Native Heritage Month: November 2021 ● Holocaust



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				<p>Remembrance Day: January 27, 2022</p> <ul style="list-style-type: none"> • Lunar New Year: February 1, 2022 • Black History Month: February 2022 • Arab-American Heritage Month: April 2022 • Jewish American History Month & Asian Pacific American Heritage Month: May 2022
4) Observe World Day for Cultural Diversity with student research presentations	Student Programs	April - May 2022	Elementary Classroom Teachers and Middle School Social Studies Teachers	<p>a. Students work individually or in groups to research and create presentations about their ethnic, racial or cultural heritage, which may include artwork and performance (dance, music, etc.)</p> <p>b. If possible (COVID-19 dependent), the presentations could be shared schoolwide in a</p>



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				Diversity Fair or assembly
5) Create a “New Student Buddy System” at Tenakill Middle School to welcome new students	Student Programs	September 2021 - June 2022	School Counselors at Tenakill Middle School	<ul style="list-style-type: none"> a. Interested students sign up to be trained to serve as a buddy to students who are new to Tenakill Middle School b. School Counselors and Student Buddies will create a program to welcome and support new students, including a welcome packet in English, Hebrew, Korean and Spanish c. Student buddies will research and learn conversational phrases (“Hello!” “How are you?” “My name is...” What is your name?”) in Hebrew, Korean, and Spanish, to greet new students if they are not English speakers in their own language
6) Celebrate a “Choose to Include” Week in Hillside Elementary School and Tenakill Middle School to improve	Student Programs	February - March 2022	School Counselors	<ul style="list-style-type: none"> a. School counselors will create a Choose to Include Committee,



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school climate by promoting respect, acceptance, dignity and friendship for all students				<ul style="list-style-type: none"> b. Goals set for the week. c. Schedule of events for the week to be held in March 2022
7) Provide staff with diversity and inclusion via professional development through a guest speaker	Staff PD	September 2021 - June 2022	Administrators	<ul style="list-style-type: none"> a. District will provide at least one opportunity for a guest speaker during faculty meeting time
8) Institute a diversity discussion/sharing mini-session during at least four faculty meetings between October 2021 and June 2022	Staff PD	October 2021 - June 2022	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
9) Advise teachers and staff of optional Safe Schools online training	Staff PD	September 2021	Supervisor of Curriculum & Instruction	<ul style="list-style-type: none"> a. Email teachers and staff of the availability of the optional online training courses that address making school safe and inclusive for all students b. Documentation of any courses taken by faculty and staff



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10) Increase diversity of staff by attending at least one diversity education job fair during 2021-2022 school year	Staff Recruitment	September 2021 - May 2022	Superintendent, Administrators	<ol style="list-style-type: none"> a. Attendance by a district team member at one diversity education job fair by May 2022 b. Documentation of how many applicants or hires resulted from the diverse job fair
11) Create and implement an employee and community referral program aimed at attracting racially, ethnically, and linguistically diverse teachers to Closter Public Schools	Staff Recruitment	September 2021 - June 2022	District Administrators, Staff Recruitment Sub-Committee	<ol style="list-style-type: none"> a. Literature/flyers about employee referral programs b. Report of how many candidates were referred and/or hired
12) Introduce the District Diversity Council and Action Plan for 2021-2022 to faculty, staff, parents and students via: <ul style="list-style-type: none"> ● Board meeting ● Letter to stakeholders ● Hillside News Network (HNN) and Tenakill News Network (TNN) 	Communicating about Diversity and Inclusion	By October 30, 2021	Superintendent Administrators, Teachers who lead HNN and TNN	<ol style="list-style-type: none"> a. The message about the District Diversity Council and the 2021-2022 Action Plan will be shared with the Closter Public School community b. Evidence will be the Board meeting minutes, letter sent to stakeholders, and the HNN and TNN broadcasts



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13) Communicate to stakeholders via the district website, direct email, district Twitter account, HNN & TNN, and student-created posters when each of the action steps is taking place	Communicating about Diversity and Inclusion	September 2021 - October 2022	Superintendent, Administrators, Teachers who lead HNN and TNN, Art Teachers	<ul style="list-style-type: none"> a. All stakeholders will receive information about the action steps taking place throughout the year b. Evidence will be the website postings, emails sent, Twitter postings, HNN and TNN broadcasts, and student-created posters