

# **Radford City Schools**



## **Cultural Diversity Plan**

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## **FOREWORD**

It is the intent of the Radford City Schools' Cultural Diversity Committee to create a document to assist the school community as we embrace the cultural differences and contributions of all races and nationalities.

It is strongly suggested that you do not limit your experience to the strategies in the plan but that that you assist us in exploring other alternatives that may be more suitable for us to accomplish. This document is adaptable by design and will be reviewed every five years. As always, your recommendations for any improvements to the plan are appreciated.

## **MISSION STATEMENT**

In an ever-changing society, it is necessary for Radford City School personnel to prepare our students to live and learn in a world different from the past. The cultural diversity committee strives to provide a positive learning and work environment for all students and employees by developing, implementing, and monitoring policies and procedures that enhance cultural diversity, provide meaningful multicultural education, and promote diversity in staffing for Radford City Public Schools.

### **Cultural Diversity**

Radford City Schools is committed to the principles and practices of education that recognize and celebrate cultural diversity as an essential ingredient to the success of a democratic society and to the fulfillment of the school division's mission to provide a "Quality Education for Every Student." This commitment is directed toward the elimination of racism and the removal of cultural barriers wherever they may exist throughout Radford City, including intentional or unintentional discriminatory practices in classrooms, schools, offices, and other work places.

The goal of Radford City Schools is to prepare parents, students, and community members to live and work in a global, multicultural society by creating and supporting a teaching-learning environment where all employees and students understand and value commonalities and differences within and across various cultures in order to produce a harmonious community of lifelong learners. Contributions to this education process will require staff, students, parents and community involvement as well as interagency collaboration.

The Radford City Schools is committed to providing opportunities for all staff to learn about various cultures and to improve their skills in cross-cultural communication. The school system shall continue to promote a diverse work force by increasing personnel recruitment efforts and by fulfilling the commitment to maintain a school division that is free of prejudice and illegal discrimination in all aspects of employment.

# Radford City Schools Cultural Diversity Plan

**Goal 1: Develop a comprehensive curriculum that is inclusive, reflects multi-cultural diversity, and promotes contributions by all races, creeds, and cultures.**

*Objective 1.1: To require multicultural activities to be included in each school's staff development plan.*

Strategy 1.1.1: The school administration will ensure that appropriate cultural diversity activities are part of the school staff development plan.

Person(s) Responsible: Building Principal/Staff Development Committee

Timeline: By February of each school term.

Measure of Success: Activities in the staff development plan for each worksite with documentation of activities provided to each school's staff.

*Objective 1.2: To establish a Cultural Diversity Committee to ensure that a comprehensive cultural diversity curriculum is implemented.*

Strategy 1.2.1: Identify and create a list of ethnic minority resource persons available to serve on the Cultural Diversity Committee.

Person(s) Responsible: School and Central Office Administration

Facilitator Timeline: On going

Measure of Success: List of resource persons available

Strategy 1.2.2: Provide opportunities for cultural diversity training for the members of the Cultural Diversity Committee.

Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: All committee members provided training opportunities.

Strategy 1.2.3: The Cultural Diversity Committee will communicate with student liaison selected from the student's Cultural Diversity Committee.

Person(s) Responsible: Cultural Diversity Committee

Timeline: On going

Measure of Success: Students interaction with the Cultural Diversity Committee will increase.

***Objective 1.3: To improve cultural awareness for all students throughout the year.***

Strategy 1.3.1: Cultural awareness training will be provided to students and staff at the schools.

Person(s) Responsible: School Curriculum Committees

Timeline: On going

Measure of Success: Increase in the number of activities in each school and a decrease in the number of racial harassment incidents per school. (including religious, sexual)

***Objective 1.4: To ensure that subject area content reflects ethnic populations.***

Strategy 1.4.1: Review of subject area instructional objectives established by the state and county.

Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: Curriculum and Instruction Department will report to the Cultural Diversity Committee, as directed.

Strategy 1.4.2: Review instructional materials for cultural diversity content.

Person(s) Responsible: Building Level Administrators

Timeline: On going

Measure of Success: Report to Cultural Diversity Committee as directed.

Strategy 1.4.3: Share results of review with the Radford City School Board and the State Department of Education through the division's Unified Long Range Plan.

Person(s) Responsible: Cultural Diversity Committee

Timeline: On going

Measure of Success: Requested changes and/ or comments are forwarded to the Radford City School Board.

Strategy 1.4.4: Review titles and content of multicultural courses currently being offered

at all schools. Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: The Diversity Committee will submit recommendations to the Central Office Administration

***Objective 1.5: To develop and add to the secondary curriculum courses that reflect ethnicity and diversity.***

Strategy 1.5.1: Provide elective courses that specifically emphasize the African American, Asian American, Hispanic American, and Native American contributions to the history and culture of our nation.

Person(s) Responsible: School Administration/Central Office Administration

Timeline: On going

Measure of Success: Increase the number of multicultural education elective courses.

***Objective 1.6: To promote classroom environments and materials that reflects ethnic populations.***

Strategy 1.6.1: Identify and obtain relevant instructional materials that reflect diversity.

Person(s) Responsible: Teachers/Instructional personnel

Timeline: On going

Measure of Success: Increase in use of materials as reflected on teacher evaluations.

***Objective 1.7: To expand library resources to include more ethnic materials.***

Strategy 1.7.1: Purchase new culturally diverse materials.

Person(s) Responsible: School Librarians in collaboration with classroom teachers

Timeline: On going

Measure of Success: Materials purchased.

***Objective 1.8: To develop a listing of available supplementary teaching materials and on-line resources that reflects ethnic diversity and promotes contributions by a variety of cultures.***

Strategy 1.8.1: Provide teachers with a list of appropriate supplementary materials that can be used to promote cultural diversity.

Person(s) Responsible: School Librarians, School Curriculum Committees

Timeline: By May of each year

Measure of Success: An updated list will be provided annually.

***Objective 1.9: To ensure that all teachers regularly develop lesson plans that promote contributions made by a variety of cultures.***

Strategy 1.9.1: Establish a cultural diversity committee at each school that will be responsible for developing instructional modules for each subject area. The ideas and strategies developed will be circulated to all teachers.

Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: Evidence in completed Lesson Plans.

***Objective 1.10: To ensure that all teachers regularly include a comprehensive lesson plan that promotes contributions made by a variety of cultures.***

Strategy 1.10.1: Check lesson plans for the use of cultural diversity activities.

Person(s) Responsible: School Administration

Timeline: Throughout the school year

Measure of Success: Increase in the percentage of positive cultural awareness responses from the school climate survey and a decrease in the number of racial harassment incidents.

**Goal 2: Provide an environment that aids in the development of a positive self image for all students.**

***Objective 2.1: To encourage recruitment of a diverse student body in school sponsored activities.***

Strategy 2.1.1: The club members will invite all students of different ethnic backgrounds to club meetings to encourage their participation.

Person(s) Responsible: Club Sponsors, School Administration

Timeline: Ongoing

Measure of Success: Increase in minority student participation.

***Objective 2.2: To promote awareness of cultural significance through recognition of anniversaries, accomplishments, and events.***

Strategy 2.2.1: Celebrate an ethnic accomplishment or holiday each month. Effort is to be made to extend this objective throughout the school year to all curricula.

Person(s) Responsible: Cultural Diversity Committee, School Administration

Timeline: On-going

Measure of Success: Increase in the percentage of cultural activities at each school. Responses from school climate surveys.

Strategy 2.2.2: Conduct a division wide cultural fair.

Person(s) Responsible: All faculties, Cultural Diversity Committee

Timeline: On going

Measure of Success: Increase in the percentage of positive cultural awareness responses from the climate survey.

Strategy 2.2.3: Create a list of ethnic presenters and programs. Coordinate programs with all schools.

Person(s) Responsible: Central Office Administration, Cultural Diversity Committee

Timeline: On going

Measure of Success: Programs offered at each school. Utilization of presenters and networking between schools.

***Objective 2.3: To identify and provide opportunities for students to gain a better understanding and sensitivity of other ethnic groups.***

Strategy 2.3.1: Present student guided multicultural activities/programs to entire student body.

Person(s) Responsible: Various student clubs/activities.

Timeline: On going

Measure of Success: Student evaluations of activities/programs and the increase number of programs that are presented.

Strategy 2.3.2: Establish forums for open discussions with various topics of concern.

Person(s) Responsible: School Guidance Counselors, School Administration

Timeline: On going

Measure of Success: Student participation, student evaluation, and counselors' observations.

Strategy 2.3.3: Establish a diversity training program for all schools.

Person(s) Responsible: School faculties, School Administration

Timeline: On going

Measure of Success: Training programs developed in all schools.

***Objective 2.4: To provide opportunities for students to share their perceptions of the school environment.***

Strategy 2.4.1: Establish a committee in each school to discuss school climate.  
Committee should be composed of students, teachers, administration, and parents.

Person(s) Responsible: School Administration

Timeline: Annually

Measure of Success: Degree to which recommendations are adopted by the Unified School Improvement Committee.

***Objective 2.5: Conduct a needs assessment.***

Strategy 2.5.1: Establish school climate surveys for grades two through twelve.

Person(s) Responsible: School Administration, Cultural Diversity Committee

Timeline: Annually

Measure of Success: Results will be used by the Cultural Diversity Committee to develop an improvement plan.

***Objective 2.6: To continually renew the commitment from administrators and faculty to support positive self esteem in students.***

Strategy 2.6.1: Conduct monthly discussions with school administrators to reinforce cultural diversity goals

Person(s) Responsible: Superintendent and Directors

Timeline: On going

Measure of Success: The implementation of assigned goals

Strategy 2.6.2: To establish activities designed to improve school morale.

Person(s) Responsible: School Guidance Counselors, school faculties, and school administration

Timeline: On going

Measure of Success: Satisfactory survey data will indicate annual improvement in staff and student morale.

<b>Goal 3: Develop a program that actively recruits ethnic minority faculty and staff.</b>
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***Objective 3.1: To increase ethnic minority faculty and staff.***

Strategy 3.1.1: Advertise on the Virginia Department of Education web site and notify the NAACP of vacancies within the Radford City Schools.

Person(s) Responsible: Superintendent and School Administrators

Timeline: Early Spring and on going

Measure of Success: An increase in minority candidates for employment

Strategy 3.1.2: Advertise vacancies with teacher education colleges that have a significant ethnic minority population. (i.e. Norfolk St, Hampton University, Virginia Commonwealth University, Morgan St, Winston-Salem State)

Person(s) Responsible: Superintendent

Timeline: On going

Measure of Success: Increase in minority candidates for employment

Strategy 3.1.3: Establish an aspiring teacher program.

Person(s) Responsible: Secondary School Administration

Timeline: On going

Measure of Success: Aspiring teacher organization established.

Strategy 3.1.4: Develop and train a recruitment team.

Person(s) Responsible: Superintendent

Timeline: On going

Measure of Success: Training sessions scheduled

Strategy 3.1.5: Participate in Local Recruitment Fairs sponsored by Radford University and VPI & SU.

Person(s) Responsible: Central office administration, school board members, and school administrators

Timeline: Annually in coordination with recruitment.

Measure of Success: Increase in minority teacher applications

Strategy 3.1.6: Establish a scholarship program for minority college students majoring in teacher education.

Person(s) Responsible: Cultural Diversity Committee, Secondary Guidance Counselors, and Secondary School Administration

Timeline: On going

Measure of Success: Increase in funding for minority education majors. Increase in the number of applicants for available scholarships.

Strategy 3.1.7: Develop a video to recruit teachers for Radford City Public Schools

Person(s) Responsible: Video editing class at Radford High School

Timeline: On going

Measure of Success: Increase in minority applications

<b>Goal 4: To encourage community involvement in creating a culturally inclusive school environment.</b>
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*Objective 4.1: Enlist the cooperation of community organizations such as NAACP, League of Women Voters, Parent/Teacher organizations, ministerial associations, etc. to conduct informational forums about cultural diversity.*

Person(s) Responsible: Cultural Diversity Committee

Timeline: On going

Measure of Success: Number, attendance level and quality of such events.

*Objective 4.2: To increase and to receive information about events related to cultural diversity in the community.*

Strategy 4.2.1: Develop a format through news organizations specifically for the purpose of publicizing school events related to cultural diversity.

Person(s) Responsible: Cultural Diversity Committee

Timeline: On-going

Measure of Success: Press releases related to cultural diversity activities covered by the media.

**Goal 5: Provide ongoing cultural diversity training that creates an awareness and appreciation of other cultures and ethnic groups.**

***Objective 5.1: All employees of the Radford City Public Schools will receive annual cultural diversity training.***

Strategy 5.1.1: Provide diversity training to all central office personnel, school administrators, instructional personnel, and support staff.

Person(s) Responsible: School Administration, and Cultural Diversity Committee

Timeline: On going

Measure of Success: Documentation to verify 100% participation.

***Objective 5.2: To establish and train a Cultural Diversity Committee composed of at least one member from each school. The committee will be trained in order to provide learning opportunities for all staff and students.***

Strategy 5.2.1: Contract a qualified multicultural education resource person who would be responsible for providing the cadre with cultural competency training and serve as a consultant for the school system.

Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: The establishment of at least one representative in each school.

Strategy 5.2.2: Development of an incentive system to encourage staff participation.

Person(s) Responsible: Central Office Administration

Timeline: On going

Measure of Success: The establishment of at least one representative in each school.

***Objective 5.3: To establish a subcommittee at the school level that will review cultural diversity staff development information and recommend individuals who are available to conduct training in the school system.***

Strategy 5.3.1: Subcommittee membership should include but not be limited to one member from the Cultural Diversity Committee.

Person(s) Responsible: Superintendent

Timeline: On going

Measure of Success: Evaluation of training

Strategy 5.3.2: Subcommittee will work in conjunction with Radford University and VPI & SU Multicultural Affairs Committees in order to coordinate a cooperative program that would provide school system staff with access to quality multicultural programming and staff development.

Person(s) Responsible: Subcommittee members

Timeline: On going

Measure of Success: Increase in yearly multicultural staff development participation and programming from the previous year.